Ministry of Labour Relations and Workplace Safety

Plan for 2017-18

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Government of Saskatchewan

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Statement from the Minister

The Honourable
Don Morgan, Q.C.

Minister of Labour Relations and Workplace Safety

I am pleased to present the Ministry of Labour Relations and Workplace Safety's Plan for 2017-18.

Government Direction and Budget for 2017-18 is *Meeting the Challenge*. Our Ministry will continue to invest in what is important and valued by Saskatchewan people, while controlling costs in order to work toward a balanced budget. We remain committed to working through this period of challenge. We will continue to transform government's delivery of programs and core services to be more cost-effective and sustainable.

We will ensure our labour policies are up-to-date and competitive. We will manage our programs and services efficiently to ensure the best use of public funds.

The Ministry of Labour Relations and Workplace Safety will provide services to workers, their representatives and employers, thereby ensuring Saskatchewan workplaces are safe, productive and fair.

The Ministry will report on progress made toward this Plan in the 2017-18 Annual Report.

Response to Government Direction

The Government of Saskatchewan is committed to *Meeting the Challenge* of the current fiscal situation. In so doing, Government will continue to support and encourage economic growth, and ensure government services are affordable and sustainable in the long term. This will include pursuing transformational change so that Saskatchewan people have the programs, services and infrastructure they need now and in the future.

This focus will continue to advance Government toward the realization of Saskatchewan's Vision and goals.

Saskatchewan's Vision

"... to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Saskatchewan's Vision and goals provide the framework for ministries, agencies and partners to align their programs and services and meet the needs of Saskatchewan's residents.

All ministries and agencies will report on progress in their 2017-18 annual reports.

Operational Plan

Mandate Statement

The Ministry provides a range of services that encourage, promote and enforce safe work practices and employment standards which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers thereby ensuring healthy, safe and productive workplaces.

Government Goals

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Strategic priority from the *Saskatchewan Plan for Growth*: encourage healthy, safe and fair workplaces.

Ministry Goal

Reduce provincial total injury rate by 50 per cent by 2020.

Strategy

Expand the targeted intervention strategy to reduce workplace injuries.

Expand evidence-based and sector-specific inspections.

Continue *WorkSafe Saskatchewan* partnership to focus on injury rate reduction.

Key Actions

- Continue to target larger employers with higher-than-average injury rates and expand to smaller employers with higher-than-average injury rates.
- Continue to work with targeted employers whose injury rates have declined to ensure the reduction can be sustained.
- Review and report on *WorkSafe Saskatchewan's* detailed plan of initiatives and target deadlines.

Performance Measures

Total Injury Rate

Reduce the total provincial injury rate to 5.1 per cent by March 31, 2018.

Ministry Goal

Increase compliance with employment standards.

Strategy

Continue to promote increased awareness of rights and responsibilities.

Leverage relationships to continue focus on youth awareness.

Implement new strategies to ensure compliance and assure a level playing field for all Saskatchewan enterprises.

Key Actions

- Continue to promote minimum conditions of employment through the enforcement of standards.
- Develop educational materials to increase awareness of rights and responsibilities to ensure compliance with Part II of *The Saskatchewan Employment Act* and its associated regulations.
- Continue to promote the Young Worker Readiness Certificate Course to youth and employers.
- Continue to evaluate sectors of the economy where compliance with the minimum employment standards is a concern.

Performance Measure

By March 31, 2018:

Compliance Rate

- Increase the compliance rate.

Education

- Increase the number of educational materials.
- Increase the percentage of youth aged 14 and 15 that have taken the Young Worker Readiness Certificate Course as compared to the population in this age group.
- Identify the percentage of school divisions administering the Young Worker Readiness Certificate Course to youth aged 14 and 15.

Government Goals

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Strategic priority statement from the *Saskatchewan Plan for Growth*: fair and balanced labour environment while sustaining Saskatchewan's economic growth.

Ministry Goal

Saskatchewan has the most productive and competitive economy in Canada.

Strategy

Promote leading practices in the areas of occupational health and safety, labour relations, employment standards and workers' advocacy.

Key Actions

- Continue to work cooperatively with jurisdictional counterparts in analyzing and implementing leading practices.
- Continue to evaluate programs and services to ensure leading practices are used in the delivery of services to clients.
- Implement a new electronic customer relationship management (eCRM) system to improve service to citizens.

Performance Measure

Inquiry Response Rate

- By March 31, 2018, all divisions respond to initial inquiries within 24 hours.

Ministry Goal

Maintain a modern and competitive legislation and regulation regime.

Strategy

Ensure legislation and regulations remain relevant to the modern workplace.

Key Actions

- Implement the legislative review plan for *The Saskatchewan Employment Act*.
- Continue to evaluate and revise occupational health and safety regulations and policies in conjunction with other jurisdictions.
- Continue to review and amend *The Mines Regulations, 2003*.
- Amend *The Workers' Compensation Act, 2013* and its associated regulations.

Highlights

The Government maintains its desire to support all workers and employers in the achievement of Mission Zero: zero injuries and zero deaths resulting from work. The Ministry of Labour Relations and Workplace Safety will continue to make occupational health and safety a priority.

Budget Highlights:

The Ministry's budget will see an increase of seven full-time equivalents and $168,000 or 0.9 per cent. Four of the seven FTEs are transferred from other ministries:

- $317,000 and three full-time equivalents to support the Targeted Intervention Strategy which is cost recoverable from the Workers' Compensation Board.
- $316,000 and three full-time equivalents transferred from the Ministry of the Economy to provide enforcement of *The Foreign Worker Recruitment and Immigration Services Act*.
- One full-time equivalent transferred from the Ministry of Advanced Education to deliver support services.
- $465,000 reduction in Ministry's base budget.
- $875,000 capital investment to transition to a new platform for electronic customer relationship management (eCRM) system.

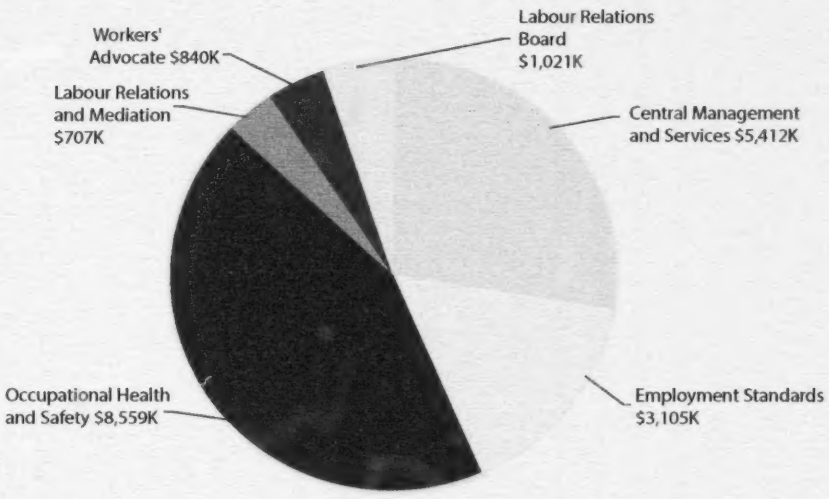
Financial Summary

2017-18 Estimates	(in thousands of dollars)
Central Management and Services	$5,412
Occupational Health and Safety	$8,559
Employment Standards	$3,105
Labour Relations Board	$1,021
Labour Relations and Mediation	$707
Workers' Advocate	$840
Ministry Operations Appropriation	$19,644
Capital Acquisitions	($875)
Capital Asset Amortization	$42
Total Expense	$18,811

FTE Staff Complement	161.1

For more information, see the Budget Estimates at: http://www.saskatchewan.ca/budget

Ministry of Labour Relations and Workplace Safety Appropriation by Subvote


Workers' Advocate $840K
Labour Relations Board $1,021K
Labour Relations and Mediation $707K
Central Management and Services $5,412K
Occupational Health and Safety $8,559K
Employment Standards $3,105K

For More Information

Please visit the Ministry's website at http://www.saskatchewan.ca/government/government-structure/ministries/labour-relations-and-workplace-safety